

**Wanted:
HISPANIC
NURSING STUDENTS
WITH LIMITED ENGLISH PROFICIENCY**

**DO YOU WANT TO TAKE NURSING CLASSES, BUT HESITATE
BECAUSE OF THE LANGUAGE BARRIER?**

RAHEC WILL HELP YOU!

**RAHEC WILL PROVIDE YOU WITH FREE TUTORING IN SPANISH
FOR:**

- * ENTRANCE EXAM PREPARATION**
- * NURSES AIDE OR LPN COURSE AND**
- * STATE LICENSING EXAMINATION PREPARATION**

FOR MORE INFORMATION CALL:

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Tel: 540-891-5040 or

RAHEC office

804-333-3733

**Program sponsored by the US Department of Labor Employment
and Training Administration and the Rappahannock Area Health
Education Center (RAHEC)**



RAHEC
Rappahannock Area
Health Education Center

Solicitation for Grant Applications for Workforce Investment Act - Small Grassroots Organizations Connecting with the One-Stop Delivery System (SGA/DFA PY-04-03).

The Employment and Training Administration (ETA), U.S. Department of Labor (DOL) announces the availability of \$1,000,000 to award grants to eligible "grassroots" organizations with the ability to connect to the local One-Stop delivery system. The term "grassroots" is defined under the Eligibility Criteria.

Issue Date: March 25, 2005

Closing Date: April 28, 2005

Full Announcement (pdf format)

Issue Date: April 11, 2005

Closing Date: April 28, 2005

Modification One (pdf format)

Awarded

Grant Awardees for (SGA/DFA PY-04-03)

Solicitation for Grant Applications for Community-Based Job Training Grants (SGA/DFA PY 04-10).

Community-Based Job Training Grants (CBJTG) seek to strengthen the role of community colleges in promoting the U.S. workforce's full potential. The grants are employer-focused and build on the President's High Growth Job Training Initiative, a national model for demand-driven workforce development implemented by strategic partnerships between the workforce investment system, employers, and community colleges and other training providers. The primary purpose of the CBJTG grants is to build the capacity of community colleges to train workers to develop the skills required to succeed in high growth/high demand industries.

Issue Date: May 3, 2005

Closing Date: July 6, 2005

Full Announcement (pdf format)

Workforce Investment Act - Limited English Proficiency and Hispanic Worker Initiative (SGA/DFA PY 05-02).

The U.S. Department of Labor, Employment and Training Administration (ETA), announces the availability of approximately \$5 million in demonstration grant funds to test unique and innovative training strategies for services to individuals with Limited English Proficiency (LEP) (those who do not speak English as their primary language and who have a limited ability to read, speak, write, or understand English) and Hispanic Americans, specifically, those who lack basic and occupational skills needed by high-growth occupations. This demonstration program is targeted to incumbent workers, new job entrants or youth who lack the language, basic skills, and occupational skills necessary to succeed in the 21st century workplace. This demonstration program emphasizes the use of innovative contextualized learning strategies which simultaneously provide language and occupational skills training that open career opportunities and pathways for LEP and Hispanic Americans.

Issue Date: June 16, 2005

Closing Date: August 15, 2005

Full Announcement (pdf format)

Applicant	City	State	Amount
African and American Friendship Association for Cooperation and Development (AAFACD), Inc.	St. Paul	MN	\$25,000
Community Housing Partnership	San Francisco	CA	\$25,000
East African Community of Orange County	Anaheim	CA	\$25,000
Enrichment Through Employment	Torrance	CA	\$24,998
Faith Matters	Greensboro	NC	\$25,000
International Institute of the East Bay	Oakland	CA	\$25,000
Ropheka Rock of The World, Inc.	Atlanta	GA	\$24,920
Southwest Center for Independence, Inc.	Durango	CO	\$24,308
UrbaneKnights, Inc.	Toledo	OH	\$25,000
Christian Workplace Mentoring Ministry	Springfield	OH	\$25,000
Jubilee Restoration, Inc.	Berkeley	CA	\$25,000
Work In Progress	Columbia	SC	\$25,000
Wyandotte Serves and Wyandotte Works, Inc.	Kansas City	KS	\$25,000
Asian American Workforce Development Corporation	Boston	MA	\$24,969
Children's Justice Alliance	Portland	OR	\$25,000
Colleton County Literacy Council	Walterboro	SC	\$20,020
Connecticut Association for United Spanish Action, Inc.	Hartford	CT	\$25,000
Future Careers, Inc.	Alexandria	VA	\$24,507
Housing Preservation and Development Corporation	Richmond	VA	\$25,000
IMANI HOUSE, Inc.	Brooklyn	NY	\$25,000
JCTOD Outreach, Inc.	Utica	NY	\$25,000
MultiEthnic Community Center (MECC)	Houston	TX	\$25,000
New Destiny Community Corporation	Paterson	NJ	\$25,000
Nontraditional Employment for Women	New York	NY	\$25,000
Phoenix Dine, Inc.	Phoenix	AZ	\$24,585
Portage County Literacy Council, Inc.	Stevens Point	WI	\$24,870
Solutions Community Development Corporation, Inc.	Holyoke	MA	\$25,000
Southeast Children's Fund, Inc.	Washington	DC	\$25,000
The Workshop for Adult Vocational Enrichment, Inc.	Tallahassee	FL	\$20,000
African Cultural Alliance of North America	Philadelphia	PA	\$25,000
Association for Independent Living of Utah	Provo	UT	\$25,000
County Housing, Education and Community Services, Inc.	Greenville	MS	\$25,000

2005 Awards for Small Grassroots Organizations Connecting with the One-Stop Delivery System (SGA/DFA 04-03)

Loaves & Fishes Ministries, Inc.	Hartford	CT	\$25,000
Rappahannock Area Health Education Center	Warsaw	VA	\$25,000
Bread of Life Ministries	Augusta	ME	\$25,000
Faith Action for Community Equity	Honolulu	HI	\$25,000
Giving Rewarding Opportunities to Work (G.R.O.W.) Inc.	Vero Beach	FL	\$25,000
Holly Community , Inc.	Salisbury	MD	\$25,000
One Stop Vision Center for the Special Population	Tampa	FL	\$24,896
Turning the Tide	Philadelphia	PA	\$25,000
Victory Temple Ministry for Economic Development	Oklahoma City	OK	\$25,000
Elim Pacific Ministries	Barrigada	GU	\$25,000
Hope Center, Inc.	Gretna	LA	\$24,220
Native American Community Services	Las Vegas	NV	\$25,000
La Casa Norte	Chicago	IL	\$25,000
Saint Luke Baptist Church	Albuquerque	NM	\$25,000
Alpha House Inc.	Mountain Home	AR	\$21,200
Faith in Action Outreach Ministries, Inc.	Hayneville	AL	\$25,000
The Joslin Community Development Corporation	Providence	RI	\$25,000

The President's Community-Based Job Training Grants

Overview

In his Fiscal Year (FY) 2005 Budget, President Bush proposed Community-Based Job Training Grants to strengthen the role of community colleges in promoting the U.S. workforce's full potential. This competitive grant program builds on the High Growth Job Training Initiative, a national model for demand-driven workforce development implemented by strategic partnerships between the workforce investment system, employers, and community colleges. The primary purpose of the Community-Based Job Training Grants is to build the capacity of community colleges to train workers for the skills required to succeed in high growth, high demand industries.

Technology and innovation, globalization, and the aging of America's workforce are continuously changing the nature of work, as well as needs in the workplace. Businesses in high growth, high demand industries face increasing difficulties in finding workers with the right skills. As a result, community colleges are important providers for workers needing to develop, retool, refine, and broaden their skills. Because of their close connection to local labor markets, community colleges are well positioned to prepare workers for high demand occupations.

Funding Opportunity Description

To implement this initiative, the U.S. Department of Labor's Employment and Training Administration will conduct two competitive Solicitations for Grant Applications (SGA) in the spring and fall 2005. To be eligible for funds, publicly-funded community and technical colleges will be required to demonstrate that they are engaged in a strategic partnership that includes business and industry, the workforce investment system and the continuum of K-12 education. Proposals must identify workforce challenges and implement workforce solutions for locally identified high growth, high demand occupations.

The funds must be used for both of the following activities:

- 1) Increasing the capacity of community colleges to provide training in a local high growth, high demand industry through activities such as the development of training curricula with local industry, hiring qualified faculty, arranging on-the-job experiences with industry, and using up-to-date equipment; and
- 2) Training new and experienced workers in identified high growth, high demand industries, with the aim of employing and/or increasing the retention and earnings of trained workers, while meeting the skill needs of businesses within targeted industries.

Virginia Workforce Network

Virginia Workforce Network (VWN) is the brand name for Virginia's system of one-stop career centers known as Virginia Workforce Centers, and other activities related to the Workforce Investment Act.

The Workforce Investment Act of 1998 (WIA) authorizes funds to provide the employment and training services of various programs and organizations through a system of one-stop career centers. In Virginia services are provided through locations called Virginia Workforce Centers. These centers are operated under the guidance of The Virginia Workforce Council and Workforce Investment Boards in seventeen Workforce Investment Areas. Virginia's system of one-stop career centers is called the Virginia Workforce Network.

- ▶ **Virginia Workforce Centers** - One-stop access to workforce, employment and training services of various programs and partner organizations. Each Virginia Workforce Center provides services required by federal legislation plus services designed to meet the needs of the local community. Most VEC locations have been designated as Virginia Workforce Centers, and VEC services are provided through many centers operated by other partner organizations and contractors.
- ▶ **CareerConnect** - An online customer service network designed to assist workers, students, individuals seeking employment, and employers with an abundance of educational, employment, and career-related information.
- ▶ **Virginia Workforce Council** - Assists the Governor in meeting the workforce training needs of the Commonwealth. Serves as the State Workforce Investment Board for the federal Workforce Investment Act (WIA). Provides guidance on workforce training issues and operation of Virginia Workforce Centers.
- ▶ **Local Workforce Investment Boards** - Responsible for establishment and continued operation of Virginia Workforce Centers in each of the seventeen Workforce Investment Areas of the Commonwealth. Workforce Investment Boards provide a forum to assure that workforce training and employment initiatives meet the economic development and business needs of each local area.

**Virginia WIA
Local Workforce Area Designations**

Area #	Representing Jurisdictions of:
I	Counties of Buchanan, Dickenson, Lee, <u>Russell</u> , Scott, Tazewell and Wise. City of Norton
II	Counties of <u>Pulaski</u> , Montgomery, Giles, Floyd, Bland, Wythe, Carroll, Grayson, Washington and Smyth. Cities of Galax, Radford and Bristol
III	Counties of Allegany, Botetourt, Craig, Franklin and Roanoke. Cities of Clifton Forge, Covington, <u>Roanoke</u> and Salem
IV	Counties of Augusta, Bath, Highland, Page, Rockbridge and <u>Rockingham</u> . Cities of Buena Vista, Harrisonburg, Lexington, Staunton and Waynesboro
V	Counties of Frederick, Clarke, Shenandoah and Warren. <u>City of Winchester</u>
VI	Counties of Culpeper, Fauquier, Madison, Orange, Rappahannock, Albemarle, Fluvanna, Greene, Louisa and Nelson. <u>City of Charlottesville</u>
VII	Counties of Amherst, Bedford and Campbell. Cities of Bedford and <u>Lynchburg</u>
VIII	Counties of Appomattox, Brunswick, Halifax, Mecklenburg, Amelia, Buckingham, Charlotte, Cumberland, <u>Lunenburg</u> , Nottoway, Prince Edward
IX	Counties of Charles City, Chesterfield, Goochland, Hanover, <u>Henrico</u> , New Kent and Powhatan
X	<u>City of Richmond</u>
XI	Counties of <u>Fairfax</u> , Prince William and Loudoun. Cities of Fairfax, Falls Church, Manassas and Manassas Park
XII	County of <u>Arlington</u> and City of Alexandria
XIII	Counties of Accomack, Caroline, Essex, King William, King George, King and Queen, Lancaster, Matthews, Middlesex, Northampton, Northumberland, <u>Richmond</u> , Spotsylvania, Stafford and Westmoreland. City of Fredericksburg
XIV	Counties of Gloucester, James City and York. Cities of Hampton, <u>Newport News</u> , Poquoson and Williamsburg
XV	Counties of Dinwiddie, Greensville, Prince George, Surry and Sussex. Cities of Colonial Heights, Emporia, Hopewell and <u>Petersburg</u>
XVI	Counties of Isle of Wight and Southampton. Cities of Chesapeake, Franklin, Norfolk, Portsmouth, Suffolk and <u>Virginia Beach</u>
XVII	Counties of Henry, Patrick and Pittsylvania. Cities of Danville and <u>Martinsville</u>

May 12, 2000

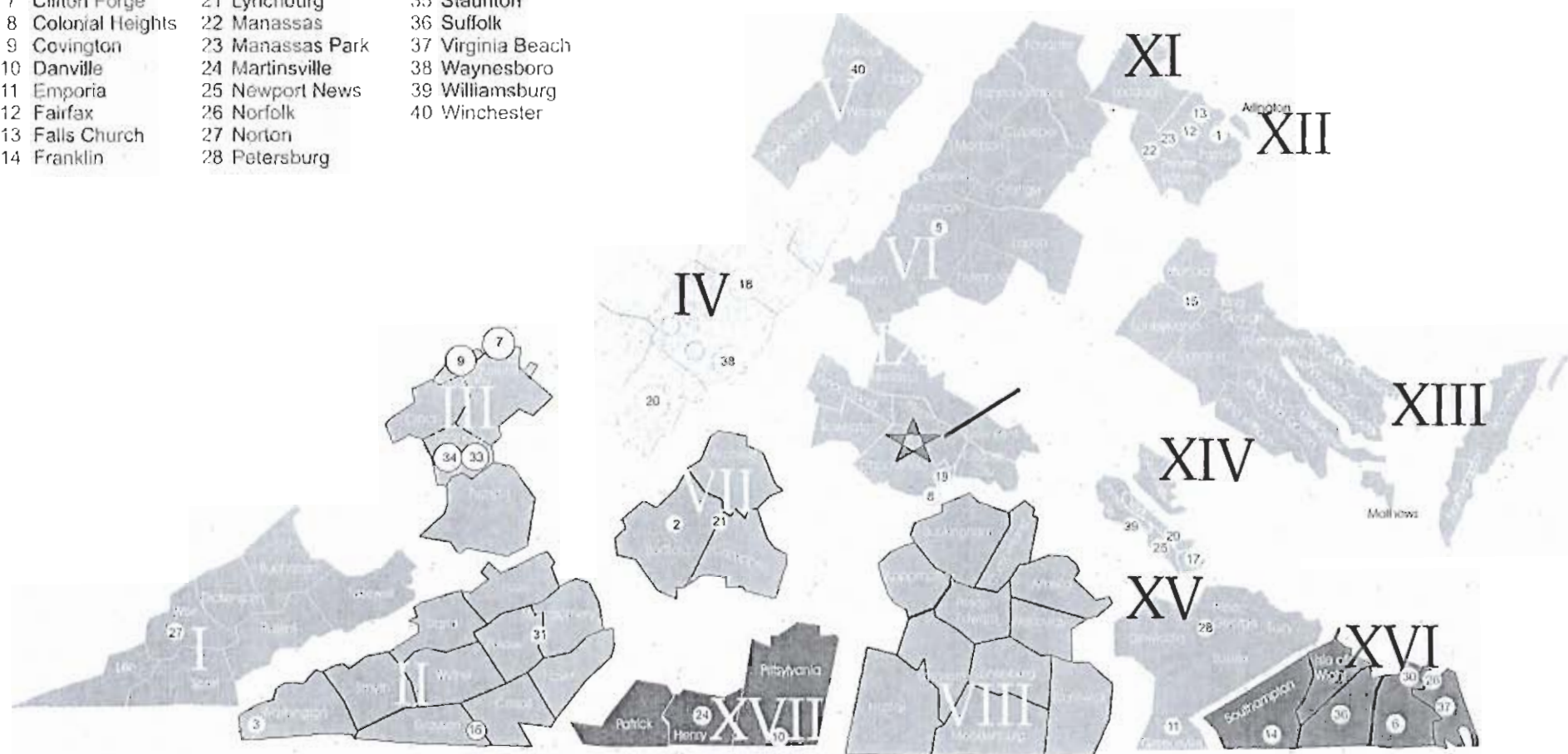
Bold Underline Indicates Grant Recipient

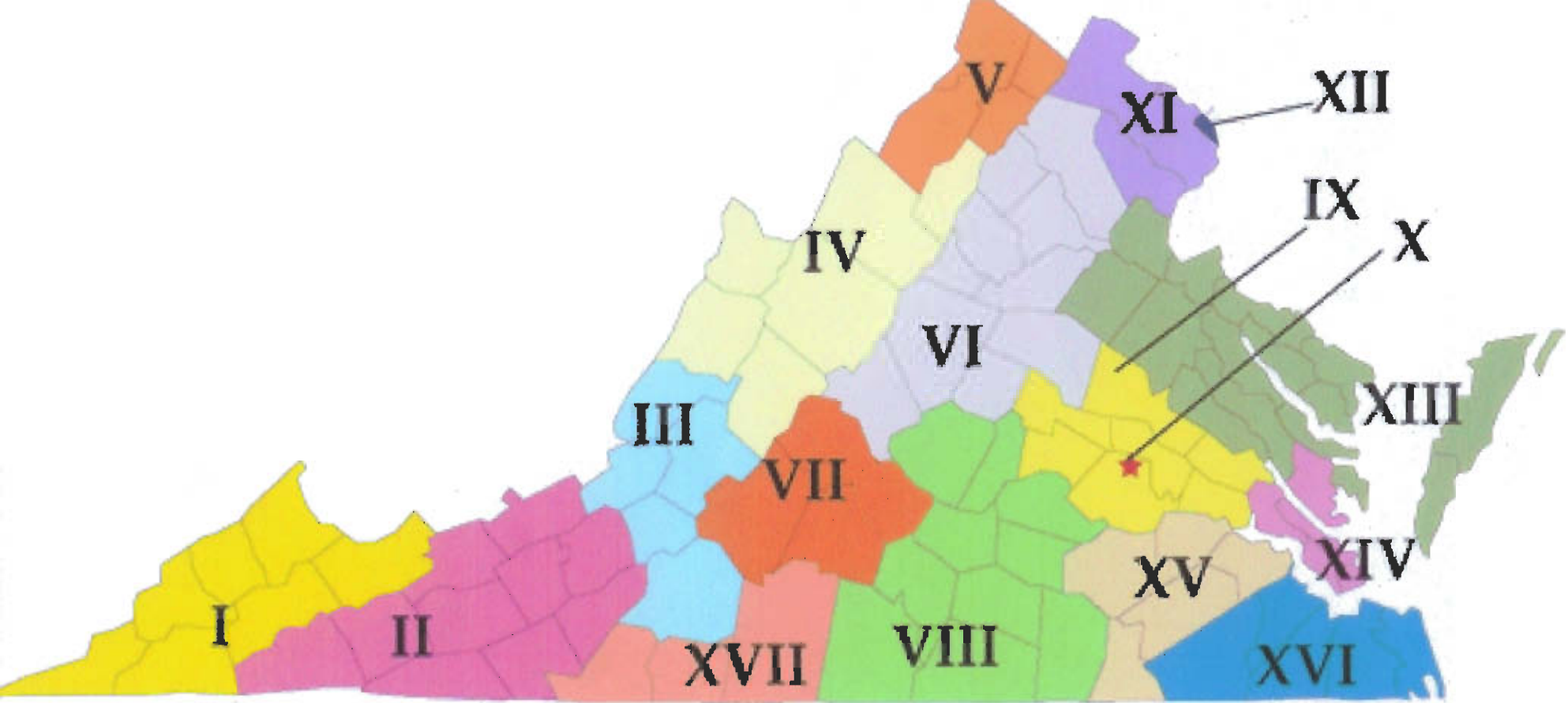
Virginia Counties and Cities

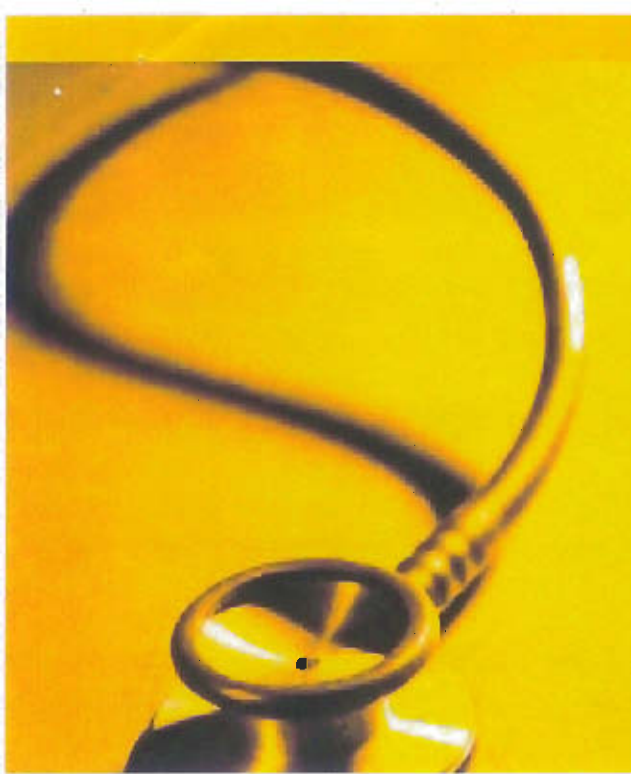
Key to Independent Cities

- | | | |
|--------------------|-------------------|-------------------|
| 1 Alexandria | 15 Fredericksburg | 29 Poquoson |
| 2 Bedford | 16 Galax | 30 Portsmouth |
| 3 Bristol | 17 Hampton | 31 Radford |
| 4 Buena Vista | 18 Harrisonburg | 32 Richmond |
| 5 Charlottesville | 19 Hopewell | 33 Roanoke |
| 6 Chesapeake | 20 Lexington | 34 Salem |
| 7 Clifton Forge | 21 Lynchburg | 35 Staunton |
| 8 Colonial Heights | 22 Manassas | 36 Suffolk |
| 9 Covington | 23 Manassas Park | 37 Virginia Beach |
| 10 Danville | 24 Martinsville | 38 Waynesboro |
| 11 Emporia | 25 Newport News | 39 Williamsburg |
| 12 Fairfax | 26 Norfolk | 40 Winchester |
| 13 Falls Church | 27 Norton | |
| 14 Franklin | 28 Petersburg | |

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I ndustry Snapshots

- The health care industry is predicted to add nearly 3.5 million new jobs between 2002 and 2012, an increase of 30%. (U.S. Bureau of Labor Statistics)
- From 2002-2012, 10 of the 20 fastest growing occupations are concentrated in health services. These positions include medical assistants (59% growth), physician assistants (49% growth), home health aides (48% growth), and medical records and health information technicians (47% growth). (U.S. Bureau of Labor Statistics)
- Projected rates of employment growth for the various segments of the industry range from 12.8% in hospitals, the largest and slowest-growing industry segment, to 55.8% in the much smaller home health care services. (U.S. Bureau of Labor Statistics)

High Growth INDUSTRY PROFILE

W orkforce Issues

Pipeline: Recruitment and Retention

- Increasing available labor pool
- Increasing diversity and seeking workers from non-traditional labor pools
- Reducing turnover

Skill Development

- Preparing entry-level workers
- Training incumbent workers
- Filling need for targeted and specialized areas of skills

Capacity of Education and Training Providers

- Filling the need for academic and clinical instructors
- Filling the need for facilities and resources
- Aligning employer requirements and curricula

Sustainability: Infrastructure, Leadership, and Policy

- Filling the need for sustainable partnerships at national, state, and local levels
- Locating opportunities to leverage funding and other resources
- Using planning tools (data, projections, and information systems)
- Understanding policy issues, including those of regulation

T ypes of Jobs

- Many health care jobs require less than 4 years of college education, although most technical jobs require at least a 2-year technical degree.

A variety of post-high school programs provide specialized training for jobs in health services. Students preparing for

health care careers can enter programs leading to a certificate or a degree at the associate, baccalaureate, professional, or graduate level. Two-year programs resulting in certificates or Associate degrees are the minimum standard credential for occupations such as a dental hygienist or radiological technologist.

Managers in health care need to have the management, coaching, and cultural competency skills to enable them to communicate effectively in an increasingly diverse work environment.

E TA in Action

U.S. Secretary of Labor Elaine L. Chao has announced a series of investments totaling approximately \$35 million to counter health care labor shortages.

The U.S. Department of Labor (DOL) has sought to understand and implement industry-identified strategies to confront critical workforce shortages. It has listened at sessions conducted by associations representing thousands of health care institutions, and considered viewpoints expressed in-person by over 300 health care leaders. Solutions that have been adopted as a result of eight forums will act as national models through the President's High Growth Job Training Initiative.

This set of solutions cuts across the national labor needs of the health care industry in acute care, long term care, allied health care professions, as well as the unique challenges facing rural areas. It focuses on specific as well as the broader range of challenges in the health care arena, including:

- expanding the pipeline of youth;
- helping alternative labor pools gain industry-defined skills and competencies;
- developing alternative training strategies;

developing tools and curricula for enhancing skill sets;
enhancing the capacity of educational institutions;
developing industry-defined career ladders and lattices;

developing strategies to retain and retrain incumbent workers;
and
assisting transitioning individuals from declining industries to
high growth industries.

Investments

Total Industry Investment is \$34,561,668
Total Leveraged Resources are \$29,646,613

The 1199 SEIU League Grant Corporation on behalf of the League 1199 SEIU Training and Upgrading Fund (NY)
Creating Career Ladders for Health Care Workers: The Contextualized Literacy Pre-LPN Program
Grant amount: \$192,500; Leveraged amount: \$100,000

The American Health Care Association Foundation (national)
Developing Partnerships and Initiatives to Resolve Long-Term Care Workforce Challenges
Grant amount: \$113,296; Leveraged amount: \$7,615

Berger Health System (OH)
Three-Year, Hospital-Based Nursing Degree at a Rural Community Hospital
Grant amount: \$200,000; Leveraged amount: \$405,939

CAEL (IL, MD, SD, TX, WA, GA, WI, VA)
Health Care Career Ladder Project
Grant amount: \$2,555,706; Leveraged amount: \$1,233,512

Capital IDEA (TX)
Efficacy of Tutoring to Reduce Health Care Occupation Bottleneck
Grant amount: \$224,088; Leveraged amount: \$456,091

Catalyst Learning (FL, IL, IN, KY, MD, MI, MO, NC, OH, PA, TN, TX, VA)
Hospitality Television - School at Work Health Care Career Advancement Demonstration Grant
1st grant amount: \$1,176,000 in July 2002; 2nd grant amount: \$2,000,000 in August 2003; Leveraged amount: \$2,715,682

Columbia Gorge Community College (OR)
Rural Health Care Job Training Pilot Economic Recovery Demonstration Project
Grant amount: \$1,250,000; Leveraged amount: \$870,982

The Evangelical Lutheran Good Samaritan Society (MN, ND, SD)
Healthcare Career Lattice: A Model for Enhanced Learning
Grant amount: \$1,877,517; Leveraged amount: \$1,204,000

Excelsior College (NY)
The Hospice and Palliative Care Certificate Program
Grant amount: \$516,154; Leveraged amount: \$82,325

Florida International University School of Nursing (FL)
New Americans in Nursing
Grant amount: \$1,419,266; Leveraged amount: \$547,209

Hospital Corporation of America (FL, TX)
Specialty Nurse Training
Grant amount: \$4,000,000; Leveraged amount: \$6,076,930

Johns Hopkins Health System (MD)
Johns Hopkins Health System's Incumbent Worker Career Acceleration Program
Grant amount: \$3,000,000; Leveraged amount: \$3,900,000

The Management and Training Corporation (IL, OH, PA)
Meeting America's Healthcare Employment Needs: The Job Corps/Community College Solution
Grant amount: \$1,500,000 Leveraged amount: \$70,022

Maryland Department of Labor, Licensing, and Regulation and Governor's Workforce Investment Board (MD)
Maryland Healthcare Workforce Initiative
Grant amount: \$1,500,000; Leveraged amount: \$700,000

North Carolina Department of Commerce Commission on Workforce Development (NC)
Project HEALTH: Helping Employers and Labor Transition to Health Care
Grant amount: \$1,500,000; Leveraged amount: \$100,000

The Paraprofessional Healthcare Institute (NY)
Recruitment and Retention of Direct-Care Workers
Grant amount: \$999,902; Leveraged amount: \$999,902

Pueblo Community College (CO)
Pueblo Project HEALTH
Grant amount: \$715,402; Leveraged amount: \$595,062

Rio Grande Valley Allied Health Training Alliance (TX)
Growing Our Own
Grant amount: \$4,000,000; Leveraged amount: \$4,457,200

The State of Oregon (OR)
Oregon Governor's Healthcare Workforce Initiative
Grant amount: \$300,000; Leveraged amount: \$450,000

The States of Georgia, Florida, Texas and Colorado (CO, FL, GA, TX)
HCA/DOH Health Care Careers Scholarship Partnership: "Go To A Cares"
Grant amount: \$4,541,205; Leveraged amount: \$5,000,000

Tacoma-Pierce County Workforce Development Council (WA)
Healthcare Services Business Connection
Grant amount: \$762,659; Leveraged amount: \$700,000

Northwest Wisconsin CEP, Inc (WI)
Healthcare Workforce Network
Grant amount: \$215,600; Leveraged amount: \$196,000

Resources

For additional background information about the industry and details on the grants, information about employment and training opportunities, and workforce development tools for employers, educators, and workforce professionals please refer to the following: www.doleta.gov/BIG, www.careervoyages.gov, www.careeronestop.org, and www.workforcechina.org.